

**Q&As – NSPS Performance Management System
February 10, 2006**

Question: What is the major difference between the original performance management system and the modified performance management system?

Answer: The redesign emphasizes employee results that contribute to the accomplishment of the Department's national security mission. A major feature of the redesign is the use of job objectives focused on results. Objectives will clearly create the "line of sight" that shows how individual performance can contribute to organizational goals and will serve as the primary basis for employee performance ratings.

Question: When will the performance management system draft implementing issuance be available for review?

Answer: We are updating the draft implementing issuance and will post it on the NSPS website when the draft is finalized. The draft implementing issuance is subject to continuing collaboration with the unions.

Question: When will you begin training employees on the performance management system?

Answer: Training materials and training schedules will be revised to accommodate the modified design. We expect NSPS content training to resume in March.

Question: Are you still projecting an April 30th implementation date for Spiral 1.1?

Answer: Yes. Our plan is to implement the human resources system for Spiral 1.1 on April 30th.